

Rise of Unions

U.S. History 8

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Trade Unions

- ☐ An organization of people working in the same trade (type of job) to advocate for their trade
- ☐ Originated in colonial times
- ☐ Segregated
 - ☐ Typically made up of white men
 - ☐ Skilled workers

Knights of Labor

- First national labor organization
- Founded in 1869 by Uriah Smith Stephens
- Originated as a secret organization meant to protect its members from “employer retaliations”
- Created to take advantage of power in numbers by bringing together all workers
 - allowed women and people of color
 - was not restricted to a single kind of work, not even limited to skilled workers
- **Strikes** (organized refusal to work) were main tactic to get changes in working conditions, but often became violent
 - Advocated for an 8 hour work day, end to child labor and equal pay for equal work

American Federation of Labor

- Founded in 1886 by Samuel Gompers
- Created by combining existing trade unions
 - skilled workers only
 - excluded women and African Americans, even if they were skilled
- **Collective bargaining** (union representative negotiates with bosses on behalf of the entire union) was main tactic
 - for collective bargaining to work, the business must recognize the union
 - if the business does not recognize the union, they negotiate individually not collectively
- Advocated for better working conditions, pay,
- AFL still exists today as the AFL-CIO (Congress of Industrial Organizations) and represents nearly all unionized workers in the U.S.